

**MEMORANDUM OF UNDERSTANDING**

**TO CONTRACT EFFECTIVE**

**July 1, 2017 THROUGH June 30, 2019**

**by and between**

**State of Montana  
Board of Public Education  
Montana State School for the Deaf and the Blind**

**And**

**Montana School for the Deaf and the Blind Federation of Teachers  
Local #4027, MEA-MFT, AFT, AFL-CIO**

This Memorandum of Understanding (MOU) is entered into this 13<sup>th</sup> day of July, 2018 by and between the State of Montana, Board of Public Education Montana State School for the Deaf and the Blind ("Employer"), and Montana School for the Deaf and the Blind Federation of Teachers Local #4027 ("Union").

The Employer and the Union agree to the following, effective June 30, 2018:

1. Adjust each individual's salary who is currently on the MSDB teachers' salary schedule. Each member will be placed on the 2018-2019 Great Falls Public Schools Teacher Salary Schedule based on their years of experience and level of education. Their GFPS salary will be divided by 187 days to find their daily rate. Their daily rate will then be multiplied by the number of days they are currently contracted for and that will be their new salary.
2. Individuals on the teachers' salary schedule will not receive the 1% raise in February 2019.
3. Adjust the paraeducators' and interpreters' hourly rate to the equivalent of the 2017-2018 Great Falls Public Schools hourly rate if it is greater than 101% of their current hourly rate. If the Great Falls Public Schools hourly rate is less than their current hourly rate or less than 1% above their current hourly rate, they will receive a 1% increase in pay effective the pay period that includes February 15, 2019.
4. MSDB will use the 2018-2019 GFPS salary schedule, 2017-2018 GFPS paraprofessional schedule, and 2017-2018 GFPS interpreter salary schedule as a reference to place newly hired employees in the appropriate salary schedule during the contract period.
5. To allow for the necessity of sending out new contracts, the provisions of Article 7, Section 5 will be suspended for the 2018 renewal process.

This MOU amends Labor Agreement No. 072, as described herein. In all other respects, Labor Agreement 072 remains unchanged.

Dated this 13th day of July, 2018.

For: State of Montana  
Board of Public Education  
Montana School for Deaf and Blind

Donna E Sorensen

Donna E Sorensen (Jul 9, 2018)

Donna Sorensen, Superintendent  
Montana State School for the Deaf and Blind

Sharon Carroll

Sharon Carroll  
Montana State Board of Public Education

Mike Manion

Mike Manion (Jul 13, 2018)

Mike Manion, Chief  
State Office of Labor Relations

For: Montana School for Deaf and Blind  
Federation of Teachers, Local #4027  
MEA-MFT, AFT, AFLCIO

Jeff Cowee

Jeff Cowee  
MEA-MFT Field Consultant

Denise Rutledge

Denise Rutledge (Jul 6, 2018)

Denise Rutledge  
MEA-MFT Local #4027

Yvette Smail

Yvette Smail (Jul 6, 2018)

Yvette Smail  
MEA-MFT Local #4027